

ALARACT 365/2010 ARMY NURSE CORPS INCENTIVE SPECIAL PAY POLICY, PLAN, AND RATES, DTG 300132Z NOV 10. This message is effective 1 Oct 10, and prescribes DA policy and rates governing the Nurse Corps Officer Incentive Special Pays (ISP) under the references listed in this message. See the message for specifics.

ALARACT 365/2010

DTG: P 300132Z NOV 10

THIS MESSAGE HAS BEEN SENT BY THE PENTAGON TELECOMMUNICATIONS CENTER ON BEHALF OF DA WASHINGTON DC//DASG-HSZ-PPM/DAMO-DASG//

SUBJECT: ARMY NURSE CORPS INCENTIVE SPECIAL PAY POLICY, PLAN, AND RATES

REF/A/TITLE 37 USC/SECTIONS 302E, 302F, 303A AND 303B//
REF/B/DODI 6000.13/MEDICAL MANPOWER AND PERSONNEL/30JUN97//
REF/C/ASD(HA) MEMO/SUBJ: NURSE OFFICER SPECIAL PAY PLAN/27SEP10//
REF/D/AR 40-68/CLINICAL QUALITY MANAGEMENT/22MAY09//
REF/E/AR 600-8-24/OFFICER TRANSFERS AND DISCHARGES/19NOV08//
REF/F/AR 601-141/US ARMY HEALTH PROFESSIONS SCHOLARSHIP, FINANCIAL ASSISTANCE, AND ACTIVE DUTY HEALTH PROFESSIONS LOAN REPAYMENT PROGRAMS/19SEP06//
REF/G/INDEX.

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1. (U) SUMMARY OF CHANGES. THIS MESSAGE IS EFFECTIVE 01 OCT 10, AND PRESCRIBES DEPARTMENT OF THE ARMY POLICY AND RATES GOVERNING THE NURSE CORPS OFFICER INCENTIVE SPECIAL PAYS (ISP) UNDER THE LISTED REFERENCES. THE FOLLOWING ARE CHANGES AND HIGHLIGHTS TO POLICY, PLANS, AND RATES:

1.A. (U) THE CERTIFIED REGISTERED NURSE ANESTHETIST INCENTIVE SPECIAL PAY (CRNA ISP) 4-YEAR RATE IS CHANGED TO \$50,000/YEAR. OFFICERS MUST EXECUTE A NEW OR RENEGOTIATED 4-YEAR CRNA ISP AGREEMENT EFFECTIVE 01

OCT 10, OR ANY DATE THEY CHOOSE THEREAFTER, IN ORDER TO RECEIVE THE NEW RATE. THE 1, 2, AND 3-YEAR RATES ARE UNCHANGED.

1.B. (U) THE SPECIALTY REGISTERED NURSE INCENTIVE SPECIAL PAY (RN ISP) AUTHORIZED SPECIALTIES AND RATES ARE UNCHANGED.

1.C. (U) DELAYED PAYMENTS. ALL CRNA ISP AND RN ISP AGREEMENTS WILL BE PAID DIRECTLY BY DEFENSE FINANCE AND ACCOUNTING SERVICE (DFAS)- INDIANAPOLIS CTR, AND COULD EXPERIENCE A DELAY IN PAYMENT OF UP TO 90-DAYS UPON RECEIPT BY DFAS.

1.D. (U) IAW TITLE 37 USC AND DODI 6000.13, POLICY EMPHASIZES THAT ALL NURSES MUST POSSESS A CURRENT, UNRESTRICTED LICENSE (OR APPROVED WAIVER) AS A PREREQUISITE TO ENTER INTO A CRNA ISP OR RN ISP AGREEMENT.

2. (U) PURPOSE. THIS MESSAGE PRESCRIBES HQDA POLICY GOVERNING NURSE INCENTIVE SPECIAL PAY (ISP) FOR ACTIVE DUTY (AD) ARMY NURSE CORPS OFFICERS UNDER LISTED REFERENCES. THIS PAY IS CATEGORIZED AS DISCRETIONARY PAY AND IS NOT AN ENTITLEMENT.

3. (U) DUTY STATUS FOR ELIGIBILITY. ARMY NURSE CORPS OFFICERS MUST BE ON UNDER A CALL OR ORDER TO AD FOR A PERIOD OF NOT LESS THAN 1-YEAR IN ORDER TO RECEIVE ISP AS DESCRIBED BELOW. RESERVE ARMY NURSE CORPS OFFICERS SEE PARA 17.

4. (U) DEFINITIONS.

4.A. (U) ARMY NURSE CORPS OFFICER: AN OFFICER OF THE NURSE CORPS OF THE ARMY WHO IS ON ACTIVE DUTY (AD) UNDER A CALL OR ORDER TO ACTIVE DUTY FOR A PERIOD OF NOT LESS THAN 1-YEAR, AND RESERVE OFFICERS ON ACTIVE DUTY FOR MORE THAN 30-CONSECUTIVE DAYS BUT LESS THAN 1-YEAR.

4.B. (U) LICENSED REGISTERED NURSE (RN): A NURSE WHO HAS SUCCESSFULLY COMPLETED THE NATIONAL COUNCIL LICENSURE EXAMINATION FOR REGISTERED NURSES (NCLEX-RN) AND IS HOLDING A CURRENT, ACTIVE, VALID, AND UNRESTRICTED LICENSE TO PRACTICE AS A REGISTERED NURSE IN ONE OF THE 50-UNITED STATES, DISTRICT OF COLUMBIA, PUERTO RICO, OR US TERRITORY.

4.C. (U) CERTIFICATION SPECIALTY RN: A CURRENT, ACTIVE NATIONALLY RECOGNIZED, EXPERT CREDENTIAL RESERVED FOR THOSE WHO MEET RIGOROUS PRACTICE, CONTINUING EDUCATION, AND TESTING REQUIREMENTS IN THEIR NURSING SPECIALTY.

4.D. (U) FULLY QUALIFIED CERTIFIED REGISTERED NURSE ANESTHETIST (CRNA): IS A QUALIFIED NURSE WHO IS LICENSED AND CURRENTLY CERTIFIED BY THE AMERICAN ASSOCIATION OF NURSE ANESTHETISTS, WITH AREA OF CONCENTRATION (AOC) OF 66F IN THE NURSE CORPS.

4.E. (U) FULLY QUALIFIED SPECIALTY RN: AN RN WITH A BACCALAUREATE DEGREE IN NURSING FROM AN ACCREDITED EDUCATIONAL INSTITUTION WHO COMPLETED THE NCLEX-RN EXAMINATION AND POSSESSES A CURRENT, ACTIVE, VALID, AND UNRESTRICTED LICENSE TO PRACTICE NURSING IN ONE OF THE 50-UNITED STATES, THE DISTRICT OF COLUMBIA, PUERTO RICO, OR A US TERRITORY, AND COMPLETION OF THE FOLLOWING QUALIFICATIONS:

4.E.(1) (U) A SPECIALTY NURSING COURSE APPROVED BY THE SURGEON GENERAL OR CONSTRUCTIVE CREDIT FOR AN APPROVED SPECIALTY NURSING COURSE, OR A GRADUATE PROGRAM IN ONE OF THE FOLLOWING CLINICAL NURSING SPECIALTIES, AND:

4.E.(2) (U) CERTIFICATION IN ONE OF THE BELOW CLINICAL NURSING SPECIALTIES:

4.E.(2) (A) (U) PERIOPERATIVE NURSING (66E),

4.E.(2) (B) (U) CRITICAL CARE NURSING (66H8A),

4.E.(2)(C) (U) EMERGENCY NURSING (66HM5),
4.E.(2)(D) (U) OBSTETRICS/GYNECOLOGICAL NURSING (66G),
4.E.(2)(E) (U) MEDICAL-SURGICAL NURSING (66H),
4.E.(2)(F) (U) PSYCHIATRIC/MENTAL HEALTH NURSING (66C),
4.E.(2)(G) (U) COMMUNITY/PUBLIC HEALTH NURSING (66B),
4.E.(2)(H) (U) NURSE MIDWIFE (66G8D),
4.E.(2)(I) (U) NURSE PRACTITIONER (66P), INCLUDES FAMILY, ADULT, OB/GYN, WOMEN'S HEALTH, PSYCHIATRIC/MENTAL HEALTH, OR PEDIATRIC.
4.F. (U) ACTIVE DUTY OBLIGATION (ADO): AN OBLIGATION TO SERVE ON ACTIVE DUTY FOR A PERIOD OF TIME RESULTING FROM INITIAL ACCESSION, OR SPONSORED EDUCATION AND/OR TRAINING.
4.G. (U) OBLIGATED SPECIALTY RN: SPECIALTY RN WHO HAS NOT COMPLETED THEIR INITIAL ADO WITH A TRAINING OBLIGATION (E.G., ROTC, ENLISTED COMMISSIONING PROGRAM, NURSE CANDIDATE PROGRAM, DIRECT ACCESSION CRNA TRAINING, OR OTHER APPROVED ACCESSION SOURCE).
4.H. (U) UNOBLIGATED SPECIALTY RN: SPECIALTY RN WHO ARE UNDER NO OBLIGATION FOR TRAINING OR ACCESSION INCENTIVES, OR IF A DIRECT ACCESSION.
4.I. (U) OBLIGATED CRNA: A CRNA WHO HAS NOT COMPLETED THEIR THIRD-YEAR POST GRADUATION FROM CRNA TRAINING PRIOR TO THE EFFECTIVE DATE OF THEIR CRNA ISP AGREEMENT.
4.J. (U) UNOBLIGATED CRNA: A CRNA WHO HAS COMPLETED THIRD-YEAR POST GRADUATION FROM CRNA TRAINING PRIOR TO THE EFFECTIVE DATE OF THEIR CRNA ISP AGREEMENT.
5. (U) INCENTIVE SPECIAL PAY (ISP) RATES. AUTHORIZED CRNA ISP AND RN ISP RATES ARE PAID AS A LUMP SUM ANNUALLY AND ARE TAXABLE.
5.A. (U) SPECIALTY RN ISP RATES.
5.A.(1) (U) OBLIGATED SPECIALTY RN WHO HAS NOT COMPLETED THEIR INITIAL ADO PRIOR TO THE EFFECTIVE DATE OF THEIR SPECIALTY RN ISP AGREEMENT ARE ELIGIBLE FOR \$5,000 FOR EXECUTION OF A 1-YEAR AGREEMENT. THE ADO INCURRED AS A RESULT WILL RUN CONCURRENTLY WITH MOST EXISTING ADO'S.
5.A.(2) (U) OBLIGATED SPECIALTY RN WHO HAS 1-YEAR OR LESS REMAINING ON THEIR INITIAL ADO, ARE ELIGIBLE TO EXECUTE A 1, 2, 3, OR 4-YEAR SPECIALTY RN ISP AGREEMENT. THE ADO INCURRED AS A RESULT WILL RUN CONCURRENTLY WITH MOST EXISTING ADO'S. THE RATES LISTED IN SUBPARAGRAPH 5.A.(3) BELOW SHALL APPLY.
5.A.(3) (U) UNOBLIGATED SPECIALTY RN WHO IS UNDER NO OBLIGATION FOR TRAINING OR ACCESSION INCENTIVES, OR IF A DIRECT ACCESSION PRIOR TO THE EFFECTIVE DATE OF THEIR SPECIALTY RN ISP AGREEMENT, ARE ELIGIBLE FOR:
5.A.(3)(A) (U) \$5,000/YEAR FOR EXECUTION OF A 1-YEAR AGREEMENT, OR
5.A.(3)(B) (U) \$10,000/YEAR FOR EXECUTION OF A 2-YEAR AGREEMENT, OR
5.A.(3)(C) (U) \$15,000/YEAR FOR EXECUTION OF A 3-YEAR AGREEMENT, OR
5.A.(3)(D) (U) \$20,000/YEAR FOR EXECUTION OF A 4-YEAR AGREEMENT.
5.B. (U) CRNA ISP RATES.
5.B.(1) (U) OBLIGATED CRNA WHO HAS NOT COMPLETED THEIR THIRD-YEAR POST GRADUATION FROM CRNA TRAINING PRIOR TO THE EFFECTIVE DATE OF THEIR CRNA ISP AGREEMENT ARE ELIGIBLE FOR \$15,000 FOR EXECUTION OF A 1-YEAR AGREEMENT, OR
5.B.(2) (U) CRNA WHO HAS COMPLETED THEIR THIRD-YEAR POST GRADUATION FROM CRNA TRAINING, ARE ELIGIBLE TO EXECUTE A 2, 3, OR 4-YEAR CRNA ISP AGREEMENT. THIS IS REGARDLESS OF THEIR TOTAL CRNA ADO OR COMBINATION

TRAINING ADO (I.E., ROTC, HPLRP, ETC.), ARE ELIGIBLE FOR:

5.B.(2) (A) (U) \$15,000/YEAR FOR EXECUTION OF A 1-YEAR AGREEMENT, OR

5.B.(2) (B) (U) \$25,000/YEAR FOR EXECUTION OF A 2-YEAR AGREEMENT, OR

5.B.(2) (C) (U) \$35,000/YEAR FOR EXECUTION OF A 3-YEAR AGREEMENT, OR

5.B.(2) (D) (U) \$50,000/YEAR FOR EXECUTION OF A 4-YEAR AGREEMENT.

6. (U) BASIC ELIGIBILITY CRITERIA FOR CRNA ISP AND RN ISP AGREEMENT.

6.A. (U) FULLY QUALIFIED CRNA OR SPECIALTY RN IAW PARA 4.

6.B. (U) GRADUATE OF THE ARMY MEDICAL DEPARTMENT (AMEDD) OFFICER BASIC COURSE (OBC).

6.C. (U) CREDENTIALLED TO THE BASIC STANDARDS OF THE SPECIALTY IAW AR 40-68, WITHOUT PREJUDICIAL RESTRICTION OF CLINICAL PRIVILEGES.

6.D. (U) POSSESSION OF A FULL UNRESTRICTED VALID LICENSE, OR AN APPLICABLE WAIVER ISSUED UNDER THE PROVISIONS OF AR 40-68 WITH APPLICABLE INTERIM CHANGES. THE LICENSE OR WAIVER MUST BE MAINTAINED DURING THE PERIOD OF THE CRNA ISP OR RN ISP AGREEMENT TO RETAIN ELIGIBILITY.

6.E. (U) PERFORMS THE DUTIES OF CRNA OR SPECIALTY RN FOR SUFFICIENT TIME DURING THE AGREEMENT PERIOD TO ALLOW FOR THE FULL MAINTENANCE OF PROFESSIONAL SKILLS IN THAT SPECIALTY AS DETERMINED BY THE COMMANDER.

6.F. (U) NEW ENTRANTS OR RE-ENTRANTS INTO THE CRNA ISP OR RN ISP PROGRAM MUST BE APPROVED BY ARMY MEDICAL DEPARTMENT (AMEDD) SPECIAL PAY BRANCH/OFFICE OF THE SURGEON GENERAL (OTSG) THROUGH COORDINATION WITH THE ARMY NURSE CORPS BRANCH, HEALTH SERVICES DIVISION (HSD), OFFICER PERSONNEL MANAGEMENT DIRECTORATE (OPMD), HUMAN RESOURCES COMMAND (HRC), FORT KNOX, KY.

7. (U) EVALUATION OF ELIGIBILITY. INFORMATION PERTAINING TO PRIVILEGING, LENSURE AND PRACTICE ARE LIMITED AT OTSG AND IS PRIMARILY AVAILABLE IN THE FIELD. ALTHOUGH OTSG WILL REVIEW INFORMATION AS AVAILABLE, THE COMMANDER WILL EVALUATE EACH REQUESTING OFFICER FOR SATISFACTION OF ALL QUALIFYING CRITERIA. CERTIFICATION AND TRAINING REQUIREMENTS WILL ALSO BE VERIFIED LOCALLY. SUBMISSION OF A RECOMMENDATION TO TERMINATE ENTITLEMENT TO THE PAY, BASED ON FAILURE TO COMPLY WITH ELIGIBILITY CRITERIA OR OTHER SIGNIFICANT EVIDENCE, IS NOT RESTRICTED TO THE PERIOD IMMEDIATELY PRIOR TO ENTRY INTO A NEW AGREEMENT, BUT MAY BE MADE AT ANY TIME AS APPROPRIATE.

8. (U) ACTIVE DUTY OBLIGATION (ADO) FOR CRNA ISP AND RN ISP. ADO IS EQUAL TO THE LENGTH OF THE AGREEMENT AND IS SERVED CONCURRENTLY WITH ANY OTHER EXISTING OBLIGATION, WITH THE EXCEPTION OF OBLIGATIONS RELATED TO THE CRITICAL SKILLS RETENTION BONUS (CSRB) WHICH RUN CONSECUTIVE.

9. (U) AUTOMATIC VOLUNTARY RETENTION.

9.A. (U) PARTICIPATION IN THE CRNA ISP OR RN ISP CONSTITUTES A VOLUNTARY RETENTION PROGRAM FOR OFFICERS WITH A SEPARATION DATE THAT WOULD NOT ALLOW TIME TO COMPLETE THE PROPOSED ADO PERIOD. UNLESS A WAIVER IS OBTAINED, AN OFFICER PARTICIPATING IN THESE PROGRAMS WILL NOT BE RELEASED FROM ACTIVE DUTY BEFORE FULFILLING THE TERM OF CONTINUOUS ACTIVE DUTY AGREED TO BY EXECUTION OF AN AGREEMENT, EVEN IF THAT ADO WILL EXTEND THE OFFICER BEYOND 20-YEARS ACTIVE FEDERAL SERVICE. REQUESTS FOR RESIGNATION, RELEASE FROM ACTIVE DUTY, OR VOLUNTARY RETIREMENT WILL BE DISAPPROVED EXCEPT WHEN CONSIDERED TO BE IN THE BEST INTEREST OF THE US ARMY, OR FOR OFFICERS WHO QUALIFY UNDER PROVISIONS OF CHAPTER 2, SECTION IV (PROCESS VOLUNTARY REFRAID DUE TO

HARDSHIP), AR 600-8-24. AN OFFER TO REPAY THE FULL SUM OF THE CRNA ISP OR RN ISP FUNDS DOES NOT CONSTITUTE A BASIS FOR EARLY TERMINATION OF AN AGREEMENT.

9.B. (U) AN AGREEMENT MAY NOT EXTEND BEYOND A LEGISLATED MANDATORY SEPARATION OR RETIREMENT DATE FOR AGE OR SERVICE, UNLESS SUBJECT OFFICER'S SEPARATION OR RETIREMENT HAS BEEN DEFERRED IN ADVANCE OF AGREEMENT EXECUTION OR THE OFFICER IS IN A RETIRED RECALL STATUS. ENTERING INTO AN AGREEMENT WITHOUT FIRST OBTAINING THE NECESSARY WAIVERS WILL VOID THE AGREEMENT AND THE OFFICER WILL BE SUBJECT TO FULL RECOUPMENT.

10. (U) AGREEMENT EFFECTIVE DATE.

10.A. (U) EFFECTIVE DATE FOR THE 1-YEAR CRNA ISP OR RN ISP AGREEMENT IS THE DATE OFFICER IS A FULLY QUALIFIED IN THE SPECIALTY, OR ANY DATE THEREAFTER THAT THE OFFICER DESIRES TO ESTABLISH AS THEIR EFFECTIVE DATE.

10.B. (U) EFFECTIVE DATE FOR THE 2, 3, OR 4-YEAR RN ISP AGREEMENT IS NO EARLIER THAN THE DATE OFFICER HAS 1-YEAR OR LESS REMAINING ON INITIAL ADO, UNDER NO OBLIGATION FOR TRAINING OR ACCESSION INCENTIVES, DATE OF DIRECT ACCESSION, OR ANY DATE THEREAFTER THAT THE OFFICER DESIRES TO ESTABLISH AS THEIR EFFECTIVE DATE.

10.C. (U) EFFECTIVE DATE FOR THE 2, 3, OR 4-YEAR CRNA ISP AGREEMENT IS NO EARLIER THAN THE DATE OFFICER HAS COMPLETED THEIR THIRD-YEAR POST GRADUATION FROM CRNA TRAINING, OR ANY DATE THEREAFTER THAT THE OFFICER DESIRES TO ESTABLISH AS THEIR EFFECTIVE DATE.

10.D. (U) THE OFFICER MAY SIGN THE AGREEMENT 90-DAYS IN ADVANCE, BUT NOT LATER THAN 30-DAYS FROM THE EFFECTIVE DATE. AGREEMENTS SIGNED GREATER THAN 30-DAYS FROM THE EFFECTIVE DATE WILL BE EFFECTIVE UPON THE DATE OF SIGNATURE.

10.E. (U) THE CRNA ISP AND RN ISP AGREEMENT MAY ONLY BE EXECUTED OR RENEGOTIATED ONCE IN EVERY FISCAL YEAR.

11. (U) AGREEMENT PROCEDURES AND APPROVAL AUTHORITY.

11.A. (U) REQUESTS FOR CRNA ISP AND RN ISP WILL BE PREPARED WITHOUT DEVIATION, IN THE ORIGINAL MEMORANDUM AGREEMENT FORMAT AS DISSEMINATED THROUGHOUT COMMAND PERSONNEL CHANNELS. AN AGREEMENT FORMAT COPY IS AVAILABLE FROM THE AMEDD SPECIAL PAY BRANCH, OTSG UPON REQUEST.

11.B. (U) ELIGIBLE OFFICERS WHO DECLINE SPECIAL PAY AGREEMENTS, OR BASED ON A PERSONAL ASSESSMENT OF FAILURE TO MEET THE MINIMUM QUALIFYING CRITERIA, SHOULD COMPLETE A STATEMENT FOR EACH PAY DECLINED.

11.C. (U) THE COMMANDER WILL APPROVE THE AGREEMENT IF THEY DETERMINE THAT THE OFFICER MEETS ALL ELIGIBILITY CRITERIA AS OUTLINED ABOVE. IF THE COMMANDER DETERMINES THAT THESE CRITERIA HAVE NOT BEEN MET, THEY WILL DISAPPROVE THE AGREEMENT.

11.D. (U) WHILE THE LOCAL APPROVAL AUTHORITY FOR CRNA ISP AND RN ISP AGREEMENTS IS NORMALLY THE COMMANDER OR ACTING COMMANDER, A FIELD GRADE COMMANDER IS REQUIRED IN ALL CASES. WHERE THE COMMANDER IS A COMPANY GRADE OFFICER, THE NEXT COMMANDER IN THE CHAIN WILL SERVE AS THE APPROVAL AUTHORITY.

11.E. (U) COMMANDERS OF MEDICAL TREATMENT FACILITIES (MTF) WILL APPROVE AGREEMENTS FOR OFFICERS ASSIGNED TO THE MTF.

11.F. (U) AGREEMENTS FOR ELIGIBLE MTF COMMANDERS WILL BE APPROVED BY THE NEXT SENIOR AMEDD COMMANDER IN THE CHAIN.

11.G. (U) FOR NURSE OFFICERS ASSIGNED TO NON-MTF ORGANIZATIONS, THE APPROVAL AUTHORITY MAY BE BRANCH IMMATERIAL. ADVICE OF A SENIOR NURSE SHOULD BE OBTAINED WITH REGARD TO REQUIRED PRIVILEGING AND PATIENT CARE DUTIES.

11.H. (U) THE CHIEF, ARMY NURSE CORPS BRANCH, HEALTH SERVICES DIVISION (HSD), OFFICER PERSONNEL MANAGEMENT DIRECTORATE (OPMD), HUMAN RESOURCES COMMAND (HRC), WILL APPROVE AGREEMENTS FOR OFFICERS FOR WHOM NO OTHER APPROPRIATE AUTHORITY CAN BE IDENTIFIED.

11.I. (U) ALL AGREEMENTS WILL MAY BE SUBMITTED VIA LEGIBLE EMAIL SCAN OR MAILED; NO FAXES. A SUBMISSION TRANSACTION WILL BE TRANSMITTED ELECTRONICALLY THROUGH MEDICAL OPERATIONAL DATA SYSTEM (MODS) TO THE AMEDD SPECIAL PAY BRANCH, OTSG, TO VERIFY ELIGIBILITY, AUTHORIZED RATES, VOLUNTARY RETENTION PROGRAM, ADO, AND COORDINATION WITH THE ARMY NURSE CORPS BRANCH, HSD, OPMD, HRC. UPON VERIFICATION OF AGREEMENT DATA, THE AMEDD SPECIAL PAY BRANCH, OTSG WILL AUTHORIZE PAYMENT BY TRANSMITTING PAY AUTHORITY TO DFAS.

12. (U) AGREEMENT RENEGOTIATION.

12.A. (U) RENEGOTIATION OF SPECIAL PAY AGREEMENTS SOLELY FOR THE PURPOSE OF CHANGING THE ANNIVERSARY DATE TO COINCIDE WITH ANOTHER SPECIAL PAY AGREEMENT DATE, OR A RETIREMENT, OR RESIGNATION/RELEASE FROM ACTIVE DUTY DATE IS NOT AUTHORIZED.

12.B. (U) NURSE SPECIALISTS WITH AN EXISTING 1-YEAR CRNA ISP OR RN ISP AGREEMENT WHO WANT TO RENEGOTIATE THEIR AGREEMENT TO RECEIVE A NEW HIGHER ANNUAL RATE DUE TO ENTERING NEW ELIGIBILITY STATUS, OR THE DESIRE TO ENTER INTO A 2, 3, OR 4-YEAR CRNA ISP OR RN ISP AGREEMENT, MAY TERMINATE THEIR EXISTING AGREEMENT PRIOR TO EXPIRATION IN ORDER TO EXECUTE A NEW CRNA ISP OR RN ISP AGREEMENT. THIS RENEGOTIATED CRNA ISP OR RN ISP AGREEMENT MAY HAVE A NEW EFFECTIVE DATE WITHIN THE SCOPE OF PARA 10. UNEARNED CRNA ISP OR RN ISP WILL BE RECOUPED IN ACCORDANCE WITH PARA 14.

12.C. (U) NURSE SPECIALISTS WITH AN EXISTING 1, 2, 3, OR 4-YEAR CRNA ISP OR RN ISP AGREEMENT WHO WANT TO RENEGOTIATE THEIR AGREEMENT FOR A LONGER OBLIGATION, MAY TERMINATED THEIR EXISTING AGREEMENT PRIOR TO EXPIRATION IN ORDER TO EXECUTE A NEW 2, 3, OR 4-YEAR CRNA ISP OR RN ISP AGREEMENT. A 2, 3, OR 4-YEAR CRNA ISP OR RN ISP AGREEMENT MAY NOT BE RENEGOTIATED FOR A 1-YEAR CRNA ISP OR RN ISP AGREEMENT, BUT OFFICER MAY ENTER INTO A 1-YEAR CRNA ISP OR RN ISP AGREEMENT UPON EXPIRATION OF EXISTING 2, 3, OR 4-YEAR CRNA ISP OR RN ISP AGREEMENT.

13. (U) TERMINATION OF SPECIAL PAYS.

13.A. (U) AUTOMATIC TERMINATION.

13.A.(1) (U) ALL SPECIAL PAY AGREEMENTS DESCRIBED IN THIS MESSAGE WILL TERMINATE UPON DEATH, OR UPON SEPARATION FROM ACTIVE DUTY WHERE APPROVED OR DIRECTED BY THE US ARMY.

13.A.(2) (U) ALL SPECIAL PAY AGREEMENTS DESCRIBED IN THIS MESSAGE MAY BE DISAPPROVED BY THE COMMANDER OR TERMINATED BY THE SURGEON GENERAL (TSG) IF THE NURSE SPECIALIST OFFICER AOC DESIGNATION IS REMOVED; FAILS TO POSSESS A CURRENT, UNRESTRICTED LICENSE (OR APPROVED WAIVER); PRIVILEGES TO PRACTICE; OR FAILS TO BE ENGAGED IN THE PRACTICE OF THE SPECIALTY, FOR WHICH PAYMENT IS MADE, FOR A SUFFICIENT TIME DURING THE AGREEMENT PERIOD TO ALLOW FOR THE FULL MAINTENANCE OF PROFESSIONAL SKILLS IN THAT SPECIALTY, AS DETERMINED BY THE COMMANDER.

13.B. (U) OPTIONAL TERMINATION. THE SURGEON GENERAL (TSG) HAS THE

AUTHORITY TO TERMINATE CRAN ISP OR RN ISP AT ANY TIME. TERMINATION IS ACCOMPLISHED THROUGH CORRESPONDENCE OUTLINED BELOW AND APPROVED BY TSG. A COMMANDER MAY RECOMMEND TO TSG THAT AN OFFICER'S RECORDS BE EVALUATED FOR TERMINATION OF CRNA ISP OR RN ISP BASED ON UNPROFESSIONAL CONDUCT AND/OR MEDICAL INCOMPETENCE. A RECOMMENDATION TO TERMINATE CRBA ISP OR RN ISP WILL ALSO BE MADE IN ALL CASES WHERE EVIDENCE CLEARLY EXISTS THAT THE OFFICER SHOULD BE DENIED FURTHER PRACTICE IN THE APPLICABLE SPECIALTY OR BE CONSIDERED FOR RELEASE FROM ACTIVE DUTY.

13.C. (U) PROCEDURES FOR TERMINATION:

13.C.(1) (U) THE COMMANDER WILL NOTIFY THE OFFICER IN WRITING AND PROVIDE 10-CALENDAR DAYS TO SUBMIT A REBUTTAL.

13.C.(2) (U) THE RECOMMENDATION AND REBUTTAL, OR A STATEMENT THAT THE OFFICER DOES NOT INTEND TO REBUT, WILL BE FORWARDED TO THE CHIEF, AMEDD SPECIAL PAY BRANCH, OTSG.

13.C.(3) (U) THE COMMANDER WILL ALSO SUBMIT THE DATA UPON WHICH THE EVALUATION IS BASED, TO INCLUDE ANY OBJECTIVE DATA AVAILABLE IN REGARD TO PRIVILEGES, PRACTICE WITHIN THE SPECIALTY, OR OTHER CRITERIA LEADING TO THE RECOMMENDATION FOR TERMINATION.

13.C.(4) (U) A COMMANDER WHO RECEIVES AN AGREEMENT FOR APPROVAL, BUT IS AWARE OF POTENTIALLY DISQUALIFYING INFORMATION PERTAINING TO AN OFFICER WILL DISAPPROVE THE AGREEMENT AND, IF REQUIRED, INITIATE ACTION RECOMMENDING IMMEDIATE TERMINATION OF ANY EXISTING AGREEMENT.

13.C.(5) (U) A RECOMMENDATION TO TERMINATE ENTITLEMENT TO CRNA ISP OR RN ISP SHOULD BE FORWARDED TO THE CHIEF, AMEDD SPECIAL PAY BRANCH, OTSG, AT ANY TIME CIRCUMSTANCES WARRANT SUCH ACTION. A COMMANDER SHOULD NOT WAIT TO TAKE ACTION UNTIL A NEW AGREEMENT IS SUBMITTED FOR APPROVAL.

13.C.(6) (U) THE EFFECTIVE DATE OF TERMINATION WILL BE THE DATE ON WHICH TSG APPROVES THE RECOMMENDATION. FULL ENTITLEMENT TO THE PAY EXISTS UNTIL THAT DATE.

13.C.(7) (U) THE OFFICER WHOSE AGREEMENT HAS BEEN TERMINATED BY TSG MAY SUBMIT AN APPEAL THRU THEIR COMMANDER TO THE CHIEF, AMEDD SPECIAL PAY BRANCH, OTSG. PROCESSING THE REQUEST FOR APPEAL SHOULD BE BASED ON SUBSTANTIVE CHANGES OR ADDITIONS TO THE RECORD. THE CHIEF, AMEDD SPECIAL PAY BRANCH, OTSG, WILL REFER ALL SUCH CASES TO TSG FOR ADJUDICATION. THE DECISION OF TSG IS FINAL.

14. (U) RECOUPMENT OF UNEARNED PAYMENTS.

14.A. (U) THE REPAYMENT PROVISIONS OF TITLE 37, U.S.C. SECTION 303A(E), AND CHAPTER 2, VOLUME 7A, DODFMR, APPLY IN THE FOLLOWING CIRCUMSTANCES.

14.A.(1) (U) RENEGOTIATED CRNA ISP OR RN ISP AGREEMENTS - PRO RATA RECOUPMENT OF AMOUNTS ALREADY PAID FOR THE AGREEMENT PERIOD NOT YET ELAPSED IS REQUIRED.

14.A.(2) (U) TERMINATION OF CRNA ISP OR RN ISP WITH CONCURRENT OBLIGATION - UNEARNED PAYMENTS WILL BE RECOUPED BY THE US GOVERNMENT ON A PRO RATA BASIS.

14.B. (U) AS AN EXCEPTION TO SUBPARAS A AND B, RECOUPMENT IS WAIVED UNDER THE FOLLOWING CIRCUMSTANCES:

14.B.(1) (U) DEATH OR DISABILITY THAT IS NOT THE RESULT OF MISCONDUCT OR WILLFUL NEGLIGENCE AND NOT INCURRED DURING A PERIOD OF UNAUTHORIZED ABSENCE.

14.B.(2) (U) SEPARATION FROM THE ARMY BY OPERATION OF LAW OR REGULATION OF DOD OR THE ARMY, OR WHEN A WAIVER OF RECOUPMENT WAS APPROVED BY THE SECARMY.

14.C. (U) A DISCHARGE IN BANKRUPTCY UNDER TITLE 11, USC, SHALL NOT RELEASE AN OFFICER FROM AN OBLIGATION TO REIMBURSE THE US GOVERNMENT REQUIRED UNDER THE TERMS OF A RN ISP AGREEMENT, IF THE FINAL DECREE OF THE DISCHARGE IN BANKRUPTCY WAS ISSUED WITHIN A PERIOD OF 5-YEARS AFTER THE LAST DAY OF A PERIOD WHICH THE OFFICER HAD AGREED TO SERVE ON ACTIVE DUTY. THIS APPLIES TO ANY CASE COMMENCED UNDER TITLE 11 AFTER 29 NOV 89; IAW 37 U.S.C. SEC 302E.

15. (U) ADMINISTRATION OF SPECIAL PAY DATA.

15.A. (U) CHIEF, ARMY NURSE CORPS BRANCH, HSD, OPMD, HRC, WILL ENSURE THE FOLLOWING INFORMATION IS MAINTAINED WITHIN THE TOTAL OFFICER PERSONNEL MANAGEMENT SYSTEM (TOPMIS): SPECIALIZED NURSE EDUCATION AND TRAINING INFORMATION; BOARD CERTIFICATION DATA; ADO DATES INCURRED FOR EDUCATION AND TRAINING, AND SPECIAL PAYS.

15.B. (U) CHIEF, AMEDD SPECIAL PAY BRANCH, OTSG WILL:

15.B.(1) (U) PROVIDE DFAS WITH APPLICABLE PAY DATA UPON EXECUTION OF AN APPROVED CRNA ISP OR RN ISP AGREEMENT.

15.B.(2) (U) MAINTAIN MODS ELIGIBILITY ROSTERS BASED ON TOPMIS DATA.

15.B.(3) (U) VERIFY CRNA ISP OR RN ISP AGREEMENTS APPROVED BY THE OFFICER'S COMMANDER FOR ELIGIBILITY AND CORRECT RATES, COORDINATION WITH HRC, AND AUTHORIZE RELEASE FOR PAYMENT.

16. (U) PAYMENT PROCEDURES. THE AMOUNT DUE FOR A 1-YEAR AGREEMENT IS PAYABLE IN A LUMP SUM AFTER APPROVAL OF THE AGREEMENT AND SUBMISSION TO DFAS. IN CASES OF CRNA ISP OR RN ISP, THE AMOUNT DUE WILL BE PAID IN EQUAL ANNUAL INSTALLMENTS. THE INITIAL ANNUAL INSTALLMENT WILL BE PAID AFTER APPROVAL OF THE AGREEMENT AND SUBMISSION TO DFAS. PAYMENT OF SUBSEQUENT INSTALLMENTS WILL BE AUTHORIZED FOR PAYMENT ON THE ANNIVERSARY OF THE EFFECTIVE DATE OF THE AGREEMENT. RENEGOTIATIONS OF CRNA ISP OR RN ISP INVOLVE AN AUDIT AND POSSIBLE RECOUPMENT OF OFFICER'S MILITARY PAY ACCOUNT, AND COULD EXPERIENCE A DELAY IN PAYMENT OF UP TO 90-DAYS UPON RECEIPT BY DFAS.

17. (U) SPECIAL PAY FOR RESERVE COMPONENT (RC) ARMY NURSE CORPS OFFICERS.

17.A. (U) UNDER 37 USC 302F, RESERVE ARMY NURSE CORPS SPECIALTY NURSES SERVING ON ACTIVE DUTY UNDER CONDITIONS PRESCRIBED IN SUBSECTION (B) OF SECTION 302F, ARE ENTITLED TO CRNA ISP OR RN ISP AT THE ANNUAL RATES SPECIFIED IN THIS MESSAGE. PAYMENTS SHALL BE PAID MONTHLY AND AMOUNTS SHALL BE PRORATED FOR PERIODS LESS THAN 1-MONTH. RESERVE SPECIALTY NURSES RECEIVING CRNA ISP OR RN ISP UNDER SECTION 302F ARE NOT REQUIRED TO EXECUTE A WRITTEN AGREEMENT TO REMAIN ON ACTIVE DUTY FOR 1-YEAR.

17.B. (U) REQUEST FOR SPECIAL PAY DURING MOBILIZATION REQUIRES SUBMISSION OF FOLLOWING DOCUMENTATION: ACTIVE DUTY ORDERS; INTERFACILITY

CREDENTIALS TRANSFER AND PRIVILEGING BRIEF (ICTPB); AND PREVIOUS EXTENDED ACTIVE DUTY PERIODS AS AN OFFICER IN YOUR SPECIALTY (DD 214, ARPC 249-2-E, NGB 23). CONSOLIDATE DOCUMENTATION AND FORWARDED TO: HQDA, AMEDD SPECIAL PAY BRANCH/OTSG, ATTN: DASG-HRP, 5109 LEESBURG PIKE, FALLS CHURCH, VA 22041-3258.

17.C. (U) AMEDD SPECIAL PAY BRANCH, OTSG DETERMINES ELIGIBILITY BASED

ON CRITERIA AND RATES SPECIFIED IN THIS MESSAGE, PROVIDING INDIVIDUAL RATES AUTHORIZED TO RC DFAS-INDIANAPOLIS CENTER FOR PAYMENT. RC DFAS PAYS RETROACTIVE, ON PRORATED BASIS, STARTING AFTER FIRST 30-CONSECUTIVE DAYS OF MOBILIZATION.

18. (U) POCS:

18.A. (U) HQDA/OTSG: MRS. WALTON, JESSIE.WALTON@US.ARMY.MIL, AMEDD SPECIAL PAY BRANCH, OTSG; COM: 703-681-8208, DSN: 761-8208; HQDA OTSG, ATTN: DASG-HRP, 5109 LEESBURG PIKE, FALLS CHURCH, VA 22041-3258.

18.B. (U) ARMY NURSE OFFICER SPECIALTY MANAGEMENT, ARMY NURSE CORPS BRANCH, HEALTH SERVICES DIVISION (HSD), OFFICER PERSONNEL MANAGEMENT DIRECTORATE (OPMD), HUMAN RESOURCES COMMAND (HRC), FORT KNOX, KY:

18.B.(1) (U) SPECIALTY (AOC): PERIOPERATIVE NURSING (66E), CRNA (66F); COL KONDRAT, COM: 502-613-6527, DSN: 983-6527, EMAIL:

BRIAN.KONDRAT@US.ARMY.MIL.

18.B.(2) (U) SPECIALTY (AOC): COMMUNITY/PUBLIC HEALTH NURSING (66B), PSYCHIATRIC/MENTAL HEALTH NURSING (66C), PSYCHIATRIC NURSE PRACTITIONER (66CM8), OBSTETRICS/GYNECOLOGICAL NURSING (66G), NURSE MIDWIFE (66G8D), NURSE PRACTITIONER (66P); LTC LOMAX, COM: 502-613-6537, DSN: 983-6537, EMAIL: JULIE.LOMAX@US.ARMY.MIL.

18.B.(3) (U) SPECIALTY (AOC): CRITICAL CARE NURSING (66H8A), EMERGENCY NURSING (66HM5), MAJ RICHARDSON, COM: 502-613-6531, DSN: 983-6531, EMAIL: KATHLEEN.RICHARDSON@US.ARMY.MIL.

18.B.(4) (U) SPECIALTY (AOC): MEDICAL-SURGICAL NURSING (66H) 2LT-1LT; MAJ VILLACORTA, COM: 502-613-6535, DSN: 983-6535, EMAIL: ELBA.VILLACORTA@US.ARMY.MIL.

18.B.(5) (U) SPECIALTY (AOC): MEDICAL-SURGICAL NURSING (66H) 1LT(P)-LTC; LTC SHARPE, COM: 502-613-6533, DSN: 983-6533, EMAIL: MELAINA.SHARPE@US.ARMY.MIL.

18.C. (U) HQDA AOC-CAT: SURGEON ACTION OFFICER, COM: 703-693-4821, DSN: 223-4821, EMAIL: OTSG.AOCCAT@CONUS.ARMY.MIL.

19. (U) EXPIRATION DATE 30 DEC 15.